

OFFICE OF THE MAYOR  
CITY AND COUNTY OF HONOLULU

# PROCLAMATION

WHEREAS, Article 11 of the Revised Ordinances of the City and County of Honolulu (ROH) outlines the City's nondiscrimination policy stating, "[t]he City and County of Honolulu shall refrain from discriminatory practices in city employment, including any practice that discriminates on the basis of nonability-based criteria. Further, the City and County of Honolulu shall refrain from discriminatory practices in the provision of city services"; and

WHEREAS, the City, as one of the largest employers in the State of Hawaii, leads by example and actively works to prohibit discrimination and harassment in all aspects of employment; and

WHEREAS, it has been, and will continue to be, the policy of the City to clearly and vigilantly prohibit discrimination and harassment in employment; and

WHEREAS, discrimination and harassment undermine the integrity of the employment relationship when individuals feel they are not treated with respect and dignity; and

WHEREAS, the discrimination or harassment is unlawful when it affects tangible job benefits, unreasonably interferes with an individual's work performance, or creates an intimidating, hostile and/or offensive work environment,

NOW THEREFORE I, JEREMY HARRIS, Mayor of the City and County of Honolulu, do hereby proclaim the Month of March 2000, as


## ANTI-DISCRIMINATION IN THE WORKPLACE MONTH

in the City and County of Honolulu and I urge all employees and managers to celebrate the diversity of the workforce and recommit to the principles of equal opportunity and nondiscrimination in all aspects of employment. And further, that each department communicate this policy to its employees and the imperative that realization of the ideals of equal opportunity will require all employees, supervisors, managers and officials to work together to create workplaces that value and respect each individual for their unique skills, knowledge, experience and qualities.

IN WITNESS THEREOF, I have hereunto set my hand and caused the Seal of the City and County of Honolulu to be affixed.

Done this 10<sup>th</sup> day of March, 2000, in Honolulu, Hawaii.



  
JEREMY HARRIS, Mayor  
City and County of Honolulu

